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STATE OF IOWA
BOARD OF EDUCATIONAL EXAMINERS
Grimes State Office Building – 400 East 14th Street
Des Moines, Iowa 50319-0147

Minutes

September 15, 2005

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STATE OF IOWA
BOARD OF EDUCATIONAL EXAMINERS
Grimes State Office Building – 400 East 14th Street
Des Moines, Iowa 50319-0147

Motions

September 15, 2005

Ying Ying Chen moved, with a second by Jacqueline Wellborn, that the Board go into closed session for the purposes of discussing whether to initiate licensee disciplinary proceedings and discussing the decision to be rendered in a contested case, pursuant to Iowa Code sections 21.5(1)(d) and 21.5(1)(f).

MOTION CARRIED UNANIMOUSLY. Roll call vote: Aboud – yes; Carter – yes; Smith – yes; Seeland – yes; Robinson – yes; Chen – yes; Wellborn – yes; Henderson – yes; Haigh – yes; and Paulsen – yes. **MOTION CARRIED UNANIMOUSLY.**

Jacqueline Wellborn moved, with a second by William Haigh, that in **case number 04-08**, In the Matter of: Joshua Steele, the Board not initiate review of the proposed decision and allow the proposed decision to become the final decision of the Board unless an appeal is taken by one of the parties within the time allowed by rule. Roll call vote: Aboud – yes; Carter – yes; Smith – yes; Seeland – yes; Robinson – yes; Chen – yes; Wellborn – yes; Henderson – yes; Haigh – yes; and Paulsen – yes. **MOTION CARRIED UNANIMOUSLY.**

William Haigh moved, with a second by Jacqueline Wellborn, that in **case number 05-10**, In the Matter of: Paul Deyo, the Board accept the Respondent's waiver of hearing and voluntary surrender and that the Board issue an order permanently revoking the Respondent's license with no possibility of reinstatement. Roll call vote: Haigh – yes; Henderson – yes; Wellborn – yes; Chen – yes; Robinson – yes; Seeland – yes; Smith – yes; Carter – yes; Aboud – yes; and Paulsen – yes. **MOTION CARRIED UNANIMOUSLY.**

1 Ying Ying Chen moved, with a second by William Haigh, that in **case number**
2 **05-08**, In the Matter of: John Richard Nees, the Board find probable cause to
3 establish a violation of the following provision of the Code of Professional
4 Conduct and Ethics: 282 IAC 25.3(6)(c), (d) and (e) and order this case set for
5 hearing. Roll call vote: Aboud – yes; Carter – yes; Smith – yes; Seeland – yes;
6 Robinson – yes; Chen – yes; Wellborn – yes; Henderson – yes; Haigh – yes; and
7 Paulsen – yes. **MOTION CARRIED UNANIMOUSLY.**

8
9 Jacqueline Wellborn moved, with a second by Ying Ying Chen, that in **case**
10 **number 05-09**, the Board find that the evidence gathered in the investigation,
11 including witness statements and the documentary evidence, does not
12 corroborate the allegations in the complaint, and that the Board, therefore,
13 lacks probable cause to proceed with this matter. Roll call vote: Haigh – yes;
14 Henderson – yes; Wellborn – yes; Chen – yes; Robinson – yes; Seeland – yes;
15 Smith – yes; Carter – yes; Aboud – yes; and Paulsen – yes. **MOTION CARRIED**
16 **UNANIMOUSLY.**

17
18 Ying Ying Chen moved, with a second by William Haigh, that in **case number**
19 **05-12**, the Board find that, although one or more of the allegations in the
20 complaint may be substantiated by the witnesses interviewed in the course of
21 the investigation and the documents gathered in the course of the investigation,
22 and the allegations may constitute a technical violation of the board's statute or
23 administrative rules, the evidence before the board indicates that the alleged
24 violation was an isolated incident, and adequate steps have been taken to
25 remedy the violation and to ensure that incidents of a similar nature do not
26 occur in the future. Taking into account these circumstances, and the Board's
27 mission to act upon those complaints which involve a threat to the health and
28 safety of students and the public, the Board will not pursue formal disciplinary
29 action in this matter. Roll call vote: Aboud – yes; Carter – yes; Smith – yes;
30 Seeland – yes; Robinson – yes; Chen – yes; Wellborn – yes; Henderson – yes;
31 Haigh – yes; and Paulsen – yes. **MOTION CARRIED UNANIMOUSLY.**

1 William Haigh moved, with a second by Ying Ying Chen, that in **case number**
2 **05-15**, In the Matter of: Carol Lynn Walthart, the Board find probable cause to
3 establish a violation of the following provisions of the Code of Professional
4 Conduct and Ethics: 282 IAC 25.3(1)(e)(5) and 25.3(6)(c) and order this case set
5 for hearing. Roll call vote: Haigh – yes; Henderson – yes; Wellborn – yes; Chen
6 – yes; Robinson – yes; Seeland – recuse; Smith – yes; Carter – yes; Aboud – yes;
7 and Paulsen – yes. **MOTION CARRIED.**

8
9 Jacqueline Wellborn moved, with a second by Ying Ying Chen, that in **case**
10 **number 05-19**, the Board find that the evidence gathered in the investigation,
11 including witness statements and the documentary evidence, does
12 not corroborate the allegations in the complaint, and that the Board, therefore,
13 lacks probable cause to proceed with this matter. Roll call vote: Aboud – yes;
14 Carter – no; Smith – yes; Seeland – yes; Robinson – yes; Chen – yes; Wellborn –
15 yes; Henderson – yes; Haigh – yes; and Paulsen – yes. **MOTION CARRIED.**

16
17 William Haigh moved, with a second by Jacqueline Wellborn, that in **case**
18 **number 05-07**, the Board extend the 180-day deadline for issuance of the final
19 decision, based upon delay in investigation due to resignation of the Board's
20 investigator and subsequent budget cuts. Roll call vote: Haigh – yes;
21 Henderson – yes; Wellborn – yes; Chen – yes; Robinson – recuse; Seeland – yes;
22 Smith – yes; Carter – yes; Aboud – yes; and Paulsen – yes. **MOTION CARRIED.**

23
24 Greg Robinson moved, with a second by Beverly Smith, to approve the July 28-
25 29, 2005, minutes, as distributed. **MOTION CARRIED UNANIMOUSLY.**

26
27 Thomas Paulsen moved, with a second by John Aboud, to approve the three
28 goals derived from the board retreat. **MOTION CARRIED UNANIMOUSLY.**

29
30 John Aboud moved, with a second by Thomas Paulsen, to file under Notice of
31 Intended Action, the proposed changes to the rules for a substitute teacher's
32 license so that those who completed a teacher education program in the past
33 but never applied for an Iowa teacher's license can obtain a substitute teacher's

1 license and be able to substitute while they are completing the requirements for
2 full licensure. In addition, an individual with an administrative license would
3 be able to substitute teach while holding the administrator license. **MOTION**
4 **CARRIED UNANIMOUSLY.**

5
6 John Aboud moved, with a second by Brian Carter, that **in PFW 05-03**,
7 Brian P. Horn, the Board grant the Petition for Waiver. **MOTION CARRIED**
8 **UNANIMOUSLY.**

Des Moines, Iowa 50319-0147

September 15, 2005

The Board of Educational Examiners held its monthly meeting on September 15, 2005. Board Vice-Chair Thomas Paulsen called the meeting to order at 8:32 a.m. Members attending were John Aboud, Brian Carter, Ying Ying Chen, William Haigh, Jeffrey Henderson, Thomas Paulsen, Greg Robinson, Jean Seeland, Beverly Smith and Jacqueline Wellborn. Also in attendance were Dr. George Maurer, Executive Director of the Board; Christie Scase, Assistant Attorney General and legal counsel to the Board; Barbara Hendrickson, Board Secretary; and other visitors. Following an appointment at the Governor's office, Board Chair Judy Jeffrey arrived at the board meeting at 9:58 a.m. and assumed conduct of the meeting. Assistant Attorney General and legal counsel to the Board Jeanie Vaudt was unable to attend the meeting.

Ying Ying Chen moved, with a second by Jacqueline Wellborn, that the Board go into closed session for the purposes of discussing whether to initiate licensee disciplinary proceedings and discussing the decision to be rendered in a contested case, pursuant to Iowa Code sections 21.5(1)(d) and 21.5(1)(f).

MOTION CARRIED UNANIMOUSLY. Roll call vote: Aboud – yes; Carter – yes; Smith – yes; Seeland – yes; Robinson – yes; Chen – yes; Wellborn – yes; Henderson – yes; Haigh – yes; and Paulsen – yes. **MOTION CARRIED UNANIMOUSLY.**

The Board reconvened into open session at 9:37 a.m.

Jacqueline Wellborn moved, with a second by William Haigh, that in **case number 04-08**, In the Matter of: Joshua Steele, the Board not initiate review of

1 the proposed decision and allow the proposed decision to become the final
2 decision of the Board unless an appeal is taken by one of the parties within the
3 time allowed by rule. Roll call vote: Aboud – yes; Carter – yes; Smith – yes;
4 Seeland – yes; Robinson – yes; Chen – yes; Wellborn – yes; Henderson – yes;
5 Haigh – yes; and Paulsen – yes. **MOTION CARRIED UNANIMOUSLY.**

6
7 William Haigh moved, with a second by Jacqueline Wellborn, that in **case**
8 **number 05-10**, In the Matter of: Paul Deyo, the Board accept the Respondent's
9 waiver of hearing and voluntary surrender and that the Board issue an order
10 permanently revoking the Respondent's license with no possibility of
11 reinstatement. Roll call vote: Haigh – yes; Henderson – yes; Wellborn – yes;
12 Chen – yes; Robinson – yes; Seeland – yes; Smith – yes; Carter – yes; Aboud –
13 yes; and Paulsen – yes. **MOTION CARRIED UNANIMOUSLY.**

14
15 Ying Ying Chen moved, with a second by William Haigh, that in **case number**
16 **05-08**, In the Matter of: John Richard Nees, the Board find probable cause to
17 establish a violation of the following provision of the Code of Professional
18 Conduct and Ethics: 282 IAC 25.3(6)(c), (d) and (e) and order this case set for
19 hearing. Roll call vote: Aboud – yes; Carter – yes; Smith – yes; Seeland – yes;
20 Robinson – yes; Chen – yes; Wellborn – yes; Henderson – yes; Haigh – yes; and
21 Paulsen – yes. **MOTION CARRIED UNANIMOUSLY.**

22
23 Jacqueline Wellborn moved, with a second by Ying Ying Chen, that in **case**
24 **number 05-09**, the Board find that the evidence gathered in the investigation,
25 including witness statements and the documentary evidence, does
26 not corroborate the allegations in the complaint, and that the Board, therefore,
27 lacks probable cause to proceed with this matter. Roll call vote: Haigh – yes;
28 Henderson – yes; Wellborn – yes; Chen – yes; Robinson – yes; Seeland – yes;
29 Smith – yes; Carter – yes; Aboud – yes; and Paulsen – yes. **MOTION CARRIED**
30 **UNANIMOUSLY.**

31
32 Ying Ying Chen moved, with a second by William Haigh, that in **case number**
33 **05-12**, the Board find that, although one or more of the allegations in the

1 complaint may be substantiated by the witnesses interviewed in the course of
2 the investigation and the documents gathered in the course of the investigation,
3 and the allegations may constitute a technical violation of the board's statute or
4 administrative rules, the evidence before the board indicates that the alleged
5 violation was an isolated incident, and adequate steps have been taken to
6 remedy the violation and to ensure that incidents of a similar nature do not
7 occur in the future. Taking into account these circumstances, and the Board's
8 mission to act upon those complaints which involve a threat to the health and
9 safety of students and the public, the Board will not pursue formal disciplinary
10 action in this matter. Roll call vote: Aboud – yes; Carter – yes; Smith – yes;
11 Seeland – yes; Robinson – yes; Chen – yes; Wellborn – yes; Henderson – yes;
12 Haigh – yes; and Paulsen – yes. **MOTION CARRIED UNANIMOUSLY.**

13
14 William Haigh moved, with a second by Ying Ying Chen, that in **case number**
15 **05-15**, In the Matter of: Carol Lynn Walthart, the Board find probable cause to
16 establish a violation of the following provisions of the Code of Professional
17 Conduct and Ethics: 282 IAC 25.3(1)(e)(5) and 25.3(6)(c) and order this case set
18 for hearing. Roll call vote: Haigh – yes; Henderson – yes; Wellborn – yes; Chen
19 – yes; Robinson – yes; Seeland – recuse; Smith – yes; Carter – yes; Aboud – yes;
20 and Paulsen – yes. **MOTION CARRIED.**

21
22 Jacqueline Wellborn moved, with a second by Ying Ying Chen, that in **case**
23 **number 05-19**, the Board find that the evidence gathered in the investigation,
24 including witness statements and the documentary evidence, does
25 not corroborate the allegations in the complaint, and that the Board, therefore,
26 lacks probable cause to proceed with this matter. Roll call vote: Aboud – yes;
27 Carter – no; Smith – yes; Seeland – yes; Robinson – yes; Chen – yes; Wellborn –
28 yes; Henderson – yes; Haigh – yes; and Paulsen – yes. **MOTION CARRIED.**

29
30 William Haigh moved, with a second by Jacqueline Wellborn, that in **case**
31 **number 05-07**, the Board extend the 180-day deadline for issuance of the final
32 decision, based upon delay in investigation due to resignation of the Board's
33 investigator and subsequent budget cuts. Roll call vote: Haigh – yes;

1 Henderson – yes; Wellborn – yes; Chen – yes; Robinson – recuse; Seeland – yes;
2 Smith – yes; Carter – yes; Aboud – yes; and Paulsen – yes. **MOTION CARRIED.**

3
4 Since the Board dismissed case number 05-09, the Board did not act upon the
5 extension of the 180-day timeline in the case.

6
7 Greg Robinson moved, with a second by Beverly Smith, to approve the July 28-
8 29, 2005, minutes, as distributed. **MOTION CARRIED UNANIMOUSLY.**

9
10 Several board members had items to share at the time of Board Reports. Greg
11 Robinson mentioned that on Back-to-School Day, representatives of a local
12 television station came to the Urbandale CSD to do a story on security cameras.
13 Other district employees were unavailable at the time, and district counsel
14 advised the media of a more newsworthy story of the district promulgating
15 among all its employees the new ethics procedures being advanced by the
16 Board of Educational Examiners. The television station accepted the
17 suggestion and followed through with news pieces later in the day.

18
19 John Aboud made sure that the ethics brochure was distributed to staff at his
20 school's in-service.

21
22 Beverly Smith and Jean Seeland set up a table on opening day and provided
23 ethics information to teachers. They also will be making a presentation to
24 administrators on those issues. Ms. Seeland said that people are becoming
25 more aware of licensure and ethical issues and are calling or e-mailing her with
26 questions. She thanked Licensure Consultant Susan Fischer for her
27 responsiveness in providing answers to those questions.

28
29 Jacqueline Wellborn has also had requests for ethics information. Knowing
30 that a PowerPoint presentation on the topic would be made at this board
31 meeting, Ms. Wellborn told people that materials will be forthcoming.

1 At the time of Public Comment, Barry Wilson of the University of Northern Iowa
2 (UNI), President of the Iowa Association of Colleges for Teacher Education
3 (IACTE), thanked the Board for the invitation to the group to participate in the
4 Board's July retreat and said attendees appreciated the opportunity. He said
5 the association looks forward to working with the Board to improve teacher
6 quality.

7
8 Executive Director Dr. George Maurer reported on a number of issues:

- 9 1) He reviewed the fiscal year 2006 monthly financial report, which he had
10 recently developed, for the months of July and August. Board Member
11 William Haigh suggested inclusion of a column showing the percentage of
12 funds spent. Dr. Maurer said that, based upon Board goals, he will provide
13 the Board with an account of practitioner shortage areas. At a previous
14 meeting, he had informed the Board of the smaller number of those
15 projected to graduate this year from teacher preparation programs, 500
16 fewer at the elementary and 200 fewer at the secondary level. The trend will
17 be monitored and will affect how the Board moves things forward. Board
18 Member Jean Seeland expressed appreciation for the data that the new
19 monthly financial report provides.
- 20 2) He appeared before the Administrative Rules Review Committee the previous
21 Tuesday with regard to the fee increases. Comment was made at that time
22 that financial matters are really not emergency, but the rules did pass. Dr.
23 Maurer advised the Board against future adopted and filed emergency rules,
24 but he expressed the hope that, with the financial tracking report, the Board
25 will never be in a position to have to do it again. Scenarios could be
26 developed and monitored so as to predict trends and timeframes in order to
27 follow the normal rule making procedure. In addition, Dr. Maurer was
28 available to address the committee on the adopted rules to impose fees for
29 failure to have appropriate licensure. Senator Michael Connolly asked if
30 there is a penalty for an administrator making such an assignment, and Dr.
31 Maurer said he would report back to the senator.
- 32 3) Beth Myers has been hired as the new investigator. Board members had
33 met her briefly at the beginning of the day.

1 4) Ashford University is discontinuing its teacher intern program, although it
2 will finish with the current cohort. Reasons cited were the generally weak
3 reception and interest in the program and the inability to obtain an
4 internship. A couple of institutions are considering the program, but none
5 have taken the next step to establish one. Mention was then made of a
6 central source for school district job vacancies at the Department of
7 Education's website <http://iowaeducationjobs.com/>.

8
9 IACTE's Barry Wilson commented that a group of the organization's
10 members met five times during the previous summer to study how to
11 collaborate and develop the teacher intern program. They discovered that
12 there did not seem to be a critical mass for them to respond to, something
13 necessary for fiscal accountability. They felt caught between securing help
14 in shortage areas and fulfilling requirements by way of assessing and
15 assuring teacher quality. He said that (UNI) is trying to develop and
16 articulate a teacher intern program yet this year, but it will be conditional
17 on sufficient enrollment to make it happen. Dr. Wilson believes that most of
18 the colleges and universities try to make their programs accessible to non-
19 traditional students. The desire is there to be responsive, but there certainly
20 is a need to do better, particularly in the shortage areas, and ways are being
21 sought to do that.

22
23 Discussion concluded with comments regarding other avenues for possibly
24 determining how positions are filled and attempts that might be made to
25 determine interest in pursuing non-traditional routes to teacher licensure.

26
27 5) At the next board meeting, Dr. Maurer will have for review a document on
28 pre-filed bills for the next legislative session. It will contain, from last year,
29 the proposal to change the Iowa law mandating resolution of a complaint
30 within 180 days to investigation of complaints and determination of
31 probable cause by the Board within 120 days. Also, the funding formula
32 needs to be put in statute, and Dr. Maurer will develop a number of
33 spreadsheets for Board discussion, which will reflect good positions for

determining the Board's finances. He welcomed input from board members for any other pre-filed bills.

6) The rules hearing on the fee increases had been held the previous week. No one attended the hearing, and no written comments were received.

7) In the coming months, several staff members will be looking at how office personnel can be more efficient and effective with the Board's technology systems and requesting some type of grant to enhance technological capabilities.

8) Licensure Consultant Susan Fischer expedited the licensure of two Louisiana teachers who arrived in this area in the wake of Hurricane Katrina. They will be able to substitute for the next several months, and this gives them a measure of the support they need as they begin their recovery from the natural disaster. Board Chair Judy Jeffrey told attendees that, following information she had provided to him, the Governor has publicly noted how responsive the Board of Educational Examiners was to the evacuees.

The Board next looked at goals staff derived from the themes developed at the board retreat in July, utilizing a gap analysis: Where are we now? Where do we want to be? During the discussion, Judy Jeffrey reported that the Department of Education (DE) had done an analysis of teachers by their endorsements, and by the number of those eligible to retire along with the number of those in the practitioner preparation programs. Significant gaps and, therefore, challenges are the result. Ms. Jeffrey said that she and Executive Director Dr. George Maurer would present a report on the shortage areas and ideas for addressing the matter to the Board at the November meeting. Dr. Maurer recommended that the board goals document be considered a two-year program, with feedback to the Board at the end of each year and a board retreat at the end of the third year similar to the one held this July. He also said he would like to report to the Board about every other month on each of the goal items. Thomas Paulsen moved, with a second by John Aboud, to approve the three goals derived from the board retreat. **MOTION CARRIED UNANIMOUSLY.**

1 The Board considered rules presented for notice to provide a means for out-of-
2 state applicants to demonstrate an equivalent assessment similar to the
3 multiple measures used by in-state teacher preparation programs. Significant
4 discussion resulted, and Board members once again wrestled with portions of
5 the rules. During the discussion Board Chair Judy Jeffrey stated that the DE
6 had received preliminary information from the U.S. Department of Education
7 (USDE) that Iowa will be fully approved under the No Child Left Behind (NCLB)
8 legislation. The performance assessments in place will stand. The teacher
9 preparation programs in Iowa now have a common rubric across all of the
10 institutions, which they are using for student teaching or looking at content
11 knowledge. She stated that the problem is meeting highly qualified teachers
12 coming into the state with no way of demonstrating their content knowledge.
13 The dilemma is two-fold: 1) some individuals are applying in Iowa to get a
14 license to teach because they could not pass the test in the state in which they
15 are teaching or wish to teach and 2) there is the need to meet highly qualified
16 definitions under NCLB. Practitioner Preparation Consultant Arlie Willems said
17 that she believed that in many of the states the programs require testing both
18 for licensure and for the students to graduate from the program, and she
19 offered to do some research on the matter. The Board decided not to act upon
20 the rules at this meeting.

21
22 Executive Director Dr. George Maurer informed the Board that not all the
23 materials were ready for a First Reading of rules to broaden the eligibility of the
24 Board office to initiate complaints. The Board, consequently, neither discussed
25 nor acted upon the matter at this meeting.

26
27 With no discussion, John Aboud moved, with a second by Thomas Paulsen, to
28 file under Notice of Intended Action, the proposed changes to the rules for a
29 substitute teacher's license so that those who completed a teacher education
30 program in the past but never applied for an Iowa teacher's license can obtain a
31 substitute teacher's license and be able to substitute while they are completing
32 the requirements for full licensure. In addition, an individual with an

1 administrative license would be able to substitute teach while holding the
2 administrator license. **MOTION CARRIED UNANIMOUSLY.**

3
4 Brian Horn filed a petition to waive the three years of administrative experience
5 necessary for the superintendent endorsement. He holds a master educator
6 teaching license with endorsements for elementary principal, secondary
7 principal and evaluator. He completed his administrative program in January
8 2004 and will have the superintendent content requirements completed in
9 December 2005. He has served as Director of Curriculum and Technology
10 since 1999, a position that does not require an administrative endorsement. He
11 would like all of his experience as a curriculum director to count as
12 administrative experience, even though he did not hold an administrative
13 license for all of that time. The superintendent will retire in June 2006, and
14 Mr. Horn would like to be eligible to serve as the superintendent thereafter.
15 John Aboud moved, with a second by Brian Carter, that **in PFW 05-03**,
16 Brian P. Horn, the Board grant the Petition for Waiver. **MOTION CARRIED**
17 **UNANIMOUSLY.**

18
19 Board members discussed the length of time a Letter of Reprimand should
20 remain on a practitioner's website licensure screen. It was noted that the
21 current database does not display any information regarding the suspension of
22 a license once the person has returned to active status. The next update of the
23 system will permit modifications to the information available, depending on
24 what the Board desires, but that will not be for at least 12 months, during
25 which time staff will plan what information will be accessible and seek grants to
26 fund the upgrade. Assistant Attorney General and legal counsel to the Board
27 Christie Scase said she could check into what is done by other boards. In
28 addition, she mentioned the possibility of the Board revising the process and,
29 prior to hearing, having an informal resolution that may include the option of a
30 private Letter of Warning (not a public record). That would serve as a non-
31 public penalty of sorts for less-than-major inappropriate behavior, while,
32 nevertheless, maintaining a confidential record of the issue in the Board's files.
33 Board members agreed that, whatever is decided, the record in the Board's files

1 and on the website should be the same. Ms. Scase agreed to do some research
2 and to bring some options back to the Board.

3
4 The Board confirmed the following dates for calendar year 2006: February 2
5 (legislative reception on preceding day), March 3, April 7, May 3, June 22-23
6 (board retreat), August 7, September 6 (telephonic at 4 p.m., if needed), October
7 6, November 3 and December 1.

8
9 The Board recessed for lunch at 11:51 a.m. and reconvened at 12:40 p.m.

10
11 School Improvement Consultant Anita Westerhaus and Professional
12 Development Consultant Sue Swartz from Heartland Area Education Agency 11
13 gave a PowerPoint presentation on ethics that they had developed. Ms.
14 Westerhaus had served on the Board in the recent past, when she was principal
15 at Sacred Heart School in West Des Moines. She had spent a sabbatical and
16 time thereafter researching ethics in the teaching profession. She had created a
17 brochure that the Board is disseminating through a range of venues. This
18 production through Heartland AEA 11 will be another avenue for broadcasting
19 the content and importance of ethical behavior on the part of practitioners. The
20 presenters invited questions and comments from the Board, to which board
21 members readily responded, providing feedback that refined and honed the
22 substantive material. Ms. Westerhaus and Ms. Swartz gave the Board an idea
23 of how they envisioned utilizing the material and sought additional direction
24 from the Board. It was generally agreed that delivery through a multiplicity of
25 venues was the best approach. Board members expressed their appreciation
26 and complimented the two for their fine work. Executive Director Dr. George
27 Maurer said he would confer with Ms. Westerhaus and Ms. Swartz and bring to
28 a future board meeting short- and long-term strategies for implementation of
29 the ethics material.

30
31
32 There being no further business, Board Chair Judy Jeffrey adjourned the
33 meeting at 1:59 p.m.